

# **BCC Faculty Council**

Minutes of October 19th, 2016

**At-Large:** T. Brennan, L. Cummins, S. Davis (abs), R. Gouraige, J. Katz (exc), L. Lawton(exc), A. McInerney, J. Molina (abs), F. Moore, H.P.Kavalis, M. Pita (exc), J. Sanabria (exc), R. Shane, H. Skinner, S. Utakis

**Department:** R. Ben-Nun, S. Khan, I. Ghafoor, A. Durante, L. Brenner, T. Johnson (abs), J. Athanasourelis, S. Offenbach, D. Genova, M. Miller (exc), J. Pineiro, W. Guerrier, A. Ortiz, A. Lal, P. Kolozi, N. Reynoso

**Ex-Officio:** J. Moghaddasi (abs), H. Clampman, D. Gonsler (exc)

**Adjuncts:** M. S. Titus

**CLT, HEO, Registrar:** L. Rosario, A. Robinson, S. Ramdath

**Alternates at large:** K. Ojjakian, S. Mukherjee,

**Alternates (Dept.):** R. Bass (exc), K. Lee, E. Nelson, J. Acevedo, B. Grossman

**Guests:** G. Acosta, F. Kaignobadi, R. Kossak

1. Meeting called to order at 2:10
2. Seating of Alternates- skipped
3. Approval of Agenda: approved unanimously
4. Approval of Minutes of Sep, 15th, 2016 meeting: Approved as corrected.
5. Announcements:
  - a) Honors Program: A. Durante and M. R. Briggs introduced a long existing Honors' program on campus, which most faculty seemed to be unaware of. There are 2200 eligible students currently but only 1/4th of that seek honors courses, so program needs to be advertised more. There are three components of the program. Honors courses, Honors contracts and educating students on how to become an Honors Scholar. Details of the program are posted on: [bcc.cuny.digication.com/honors/Welcome](http://bcc.cuny.digication.com/honors/Welcome)
  - b) Update on Expressive Conduct Policy: CUNY central is working on revising the policy. Previous draft called for restricting the protests to designated areas on campuses, which was perceived as violation of the First Amendment.
  - c) M. Guishard, deputy chair of the BCC COACHE Task Force reported on a meeting of the CTF with President Isekenegebe and Provost C. Schrader. The following are the highlights of her report:
    - a. The COACHE Task Force presented their preliminary recommendations based on BCC's existing Diversity Plan and expressed concerns about recruitment and the need to diversify search committees. In response, the President expressed his commitment to increase efforts to promote diversity on campus and provide sensitivity training for faculty. He also mentioned that CUNY recently appointed 4 new trustees, all of whom, especially Barry Schwarz, are very committed to diversity. According to the president, Schwarz is concerned that BCC's staff does not reflect our diverse student population. The President and Provost informed the CTF that the College P&B is in the process of revising promotion and tenure requirements (one of COACHE task force suggestions); the information will be disseminated after it is voted on. Provost Schrader stated that some people don't see the lack of diversity as a problem, so we need to get updated diversity statistics (demographic data) for each department. She stated that after we get that data, our second step is to set targets, which should include hiring our vets and people with disabilities. She also stated that we must actively hire more men, as male faculty are rare, especially men of color.

- i. The CTF reported of their meeting with the Diversity office in July, when they asked if search committees could be held accountable or if a value to diversity candidates can be added for search committee members to consider. The President Isekenegbe and V.P Schrader expressed concern about the legality of this very complicated issue.
- ii. The CTF also expressed the need to encourage our students to learn more about diversity, better understand their heritage while at BCC, and take majors in Latin American or African American Studies. The Provost said that we're working on a BCC Academic Master Plan to integrate diversity across the curriculum. The CTF also recommended that the college should institutionalize a policy to advertise positions in minority journals.
- iii. The CTF reported to the President and Provost that many P & B members are not familiar with non-white/mainstream academic journals and research methods and so don't consider them when evaluating minority faculty for promotion. The Provost said that the P & B has clarified all the criteria for promotion and tenure to be more transparent.
- iv. In response to one of the recommendations regarding diversity training, VP Schrader said that diversity training will begin soon. The current diversity action plan is updated every year, but implementation is not up to the Diversity office. The college will include a diversity session during the winter Intercession.
- v. The CTF recommended the implementation of exit interviews to collect data as to why some employees choose to leave BCC, The provost said that we already have exit interviews administered by HR and that they will share their format with CTF.
- vi. President Isekenegbe stated that they will look at the final recommendations of this task force and will incorporated them into a revised Diversity Plan.

6. Advising with Degree Works: S. Ramdath suggested to forward any problem with DegreeWorks to: [dw@bcc.cuny.edu](mailto:dw@bcc.cuny.edu)
7. The FC chair asked the members to think about the future of the COACHE Task Force/ BCC Diversity Committee as a possible standing committee of the Senate.
8. Adjournment: Meeting Adjourned at 1:50

Minutes respectfully submitted by  
Shazia Khan